

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2378/2023

Mr. Shah Anwar Khan, PST BPS-12, GPS Serai Nehag, District Dir
Upper
..... (Appellant)

Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

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4	copy of the relevant page of the APT Rules 1989 is attached isas	A	
5	Copy of the appointment order dated 05-03-2016	B	
6	Copy of the regularization Act 2017	C	
7	Copy of the regularization order dated 21-03-2018	D	



(Abdur Rahman)
District Education officer (M)
District Dir Upper

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.**

Service Appeal No. 2378/2023

Mr. Shah Anwar Khan, PST BPS-12, GPS Serai Nehag, District Dir
Upper
..... (Appellant)

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 10286

Dated 3-1-24

Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

**PARA WISE COMMENTS ON & FOR BEHALF OF
RESPONDENTS No. 1, 2 & 3.**

Respectfully Sheweth:-

PRELIMINARY OBJECTIONS.

1. That the Appellant is not an "aggrieved" person with the meaning of section 4 of the Khyber Pakhtunkhwa Service Tribunal Act 1974.
2. That the Appellant has got no cause of action /locus standi to file the instant appeal because the Appellant did not come on merit.
3. That the Appellant has not come to this Honorable court with clean hands.
4. That the Appellant is estopped by his own conduct.
5. That the instant service appeal is badly time barred
6. That the appeal is barred by law and limitation.
7. That the appeal in hand is barred by relevant provision of Law/Rules/Policy in field.

ON FACTS.

1. Para -1 of the facts is correct that the appellant was appointed as PST vide appointment order dated 05-03-2016 on ad hoc /temporary basis for a period of one year.
2. Para- 2 of the facts is correct that regularization Act 2017 was promulgated for the employees of the Elementary & Secondary Education Department.
3. Para-3 of the facts is also correct, need no further comments.

4. Para-4 of the facts is correct, furthermore, as per advertisement in the year 2015, the appellant was appointed as PST vide appointment order dated 05-03-2016 having marks/merit 89.06, while after promulgation of the regularization Act 2017, for the employees of the E&SE Department, he has been placed in the seniority list accordingly as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989.

("Part-vi) Seniority.

17. Seniority. --- (1) the seniority inters se of civil servants [appointed to a service, cadre or post] shall be determined. ----

(a) In the case of persons appointed by initial recruitments, in accordance with the order of merit assigned by the commission [or, as the case may be, the Departmental selection committee;].)

Thus, as per the rules *ibid*, the appellant has been placed in his right position in the seniority list. **(copy of the relevant page of the APT Rules 1989 is attached as "A", Copy of the appointment order dated 05-03-2016 is attached as "B", Copy of the regularization Act 2017 is attached as "C", Copy of the regularization order dated 21-03-2018 is attached as "D").**

5. Para-5 of the facts is correct that the appellant has been placed in the seniority list on the basis of the merit as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989. Furthermore, terms and condition No.9 of the regularization notification dated 21-03-2018, as for those candidates whose are having same merit position in their first appointment order.

6. Para- 6 of the facts needs no comments.

7. Para-7 of the facts pertains to record.

8. Para-8 of the facts needs no comments.

GROUND.

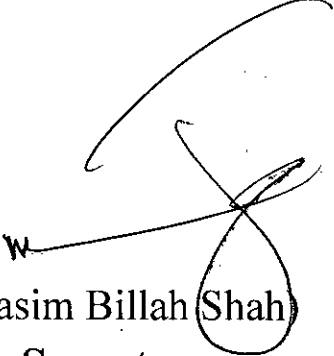
A) In correct, hence denied. The respondent always follows rules and policies in letter and spirit, whereas the seniority list *ibid* has been determined on the basis of the merit as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989.

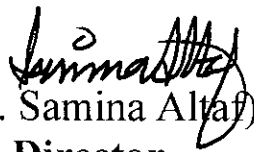
B) Incorrect, hence denied. The appellants have been treated as per law and rules.


- C) Incorrect, details have been submitted in the facts above.
- D) Correct, the appellant has been placed in the seniority list as per rules.
- E) Incorrect, details have been submitted in the facts above.
- F) Legal, however the respondents also seek permission for additional grounds during arguments.

PRAYER.

In the view of the above made submission, it is requested that this Tribunal may very graciously be pleased to dismiss the instant service appeal with cost in favor of the Respondent Department.


(Motasim Billah Shah)
Secretary,
E&SE Peshawar
Respondent No. 1


(Ms. Samina Altaf)
Director,
E&SE Peshawar
Respondent No.2


(Abdur Rahman)
District Education officer (M)
District Dir Upper
Respondent No. 3

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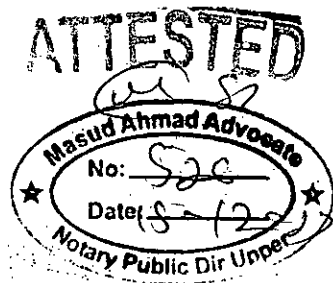
Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

Affidavit

I, **Mr. Abdur Rahman District Education Officer District Dir Upper** do hereby solemnly affirm & declare on oath that the whole contents of the instant para wise Comments are true & correct to the best of my knowledge and belief. It is further stated on oath that in this appeal the answering Respondents have neither been placed Ex-Party nor their defense has been struck off/ cost.




Deponent

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

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(Respondents)

AUTHORITY LETTER

I, Mr. Abdur Rahman District Education Officer District Dir Upper do hereby authorized Mr. Syed Alamzeb Shah Assistant Litigation Officer of this office for submission of Joint Para wise comments in Service Appeal No. 2366/2023

Case Titled: Shah Anwar Khan, PST BPS-12, GPS Serai Nehag, District Dir Upper Vs Government of Khyber Pakhtunkhwa & others fixed for hearing on 22-12-2023, hence, an authority letter is hereby issued in favor of the above-named officer.


(Abdur Rahman)

District Education officer (M)
District Dir Upper
Respondent No. 3

17. Seniority.---(1) The seniority inter se of civil servants ¹[appointed to a service, cadre or post] shall be determined.--

- (a) In the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission ²[or, as the case may be, the Departmental Selection Committee;] provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and
- (b) In the case of civil servants appointed otherwise, with reference to the dates of their continuous regular appointment in the post; provided that civil servants selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post.

Explanation-I.---If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher post, it would not adversely affect the interest of his seniors in fixation of his seniority in the higher post.

Explanation-II.---If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted the person promoted first shall rank senior to the person promoted subsequently; provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incompleteness of record or for any other reason not attributing to his fault or demerit.

Explanation-III.---A junior person shall be deemed to have superseded a senior person only if both the junior and the senior persons were considered for the higher post and the junior person was appointed in preference to the senior person.

(2) Seniority in various cadres of civil servants appointed by initial recruitment vis-a-vis those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in that cadre; provided that if two dates are the same, the person appointed otherwise shall rank senior to the person appointed by initial recruitment.

³(3) In the event of merger/restructuring of the departments, attached departments or subordinate Offices, the inter se seniority of civil servants affected by the merger / restructuring as aforesaid shall be determined in accordance with the date of their regular appointment to a cadre or post.]

18. General Rules.---In all matters not expressly provided for in these rules, civil servants shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.

19. Repeal.---The Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, are hereby repealed.

-
1. Substituted for the words "appointment to post in the same Basic Pay Scale in a cadre" by Notification No. SOR-I(S&GAD)4-1/80, dated 17-05-1989.
 2. Inserted by Notification No. SORI(S&GAD)4-1/80(V.II), dated 04-02-1996.
 3. Added by Notification No. SOR-I(E&AD)4-1/80 (Vol. IV),, dated 28-05-2002.
- P. Heer*

(B)

OFFICE OF THE DISTRICT EDUCATION OFFICER "A"
MALE DIR UPPER

PH No. 0944-001400 FAX-0944-000411- email- demale.dirupper@gmail.com

OFFICE ORDER

Consequent upon the recommendation of the Departmental Promotion Committee, appointment of the following candidates are hereby ordered against the post of Primary School Teachers (PST) Male Wards / School based in BPS-12 (Rs.9055 -650 -28555) @ Rs. 9055 / - fixed plus usual allowances as admissible under the rules on adhoc basis under the existing policy of the Provincial Government, in Teaching Cadre on the terms and condition given below with effect from the date of taking over charge :-

S.#	Name	Father's Name	Merit	Ward/ U C	Place of Posting
1	KARIM ULLAH	SAID ULLAH	116.00	DISLAWAR	GPS Datalwar Payoon
2	HAKHAI LUQMAN	FAZLI HAMID	116.70	DISLAWAR	GPS Datalwar Payoon
3	SIYAH KHALID	QARIBULLAH	104.00	DISLAWAR	GPS Dogram
4	MUHAMMAD RIAZ	MUHAMMAD AYAZ KHAN	103.09	DISLAWAR	GPS Datalwar Payoon
5	AMIN ULLAH	SAID ULLAH	102.10	DISLAWAR	GPS Salibi Abad
6	KHAISTA ZADA	QARIH ZADA	101.70	DISLAWAR	GPS Datalwar Payoon
7	JAMSHID KHAN	JAN RAHMAN	97.61	DISLAWAR	GPS Shagal
8	BAKHT BAIDAR KHAN	ALI HAQIR KHAN	93.19	DISLAWAR	GPS Kohal
9	ZAR ZAMIN	MOMIN KHAN	92.8	DISLAWAR	GPS Kot Mula Gujar
10	BAKHT SHAH ZAIB	MOHAMMAD ZADA	92.65	DISLAWAR	GPS Malango
11	SIRAJI MUNIR	MOHAMMAD HAZIR	92.22	DISLAWAR	GPS Rango
12	ZAFAR KHAN	AMIR KHATAM	92.09	DISLAWAR	GPS Datalwar Payoon
13	IMRAN AHMAD	MUMTAZ	91.92	DISLAWAR	GPS Jal Kail Khali Payoon
14	QARIB ULLAH	SAID ULLAH	91.72	DISLAWAR	GPS Datalwar Payoon
15	NOOR RAHMAN	MIAN AOH. KHAN	90.01	DISLAWAR	GPS Datalwar Payoon
16	HABIDAR ALI	ASGHAR KHAN	89.4	DISLAWAR	GPS Charkoom Payoon
17	AMIR SAID	GUL NAZIR	88.9	DISLAWAR	GPS Jachel
18	YASEEN KHAN	SHER AZIM KHAN	88.4	DISLAWAR	GPS Rucha Khali
19	SHAFI ULLAH	SHAR ZAFAR KHAN	88.11	DISLAWAR	GPS Datalwar Payoon
20	GUL NAWAZ KHAN	GUL BAHADAR	87.32	DISLAWAR	GPS Datalwar Payoon
21	ALI AKBAR KHAN	GUL AKBAR KHAN	87.3	DISLAWAR	GPS Rango
22	MIAN NAQEEB JAN	MIAN SHAH ZADA JAN	86.9	DISLAWAR	GPS Datalwar Payoon
23	ZIR ZAMIN KHAN	MOZAMIN KHAN	86.82	DISLAWAR	GPS Datalwar Payoon
24	IBRAR KHAN	SAIFUR RAHMAN	86.12	DISLAWAR	GPS Dogram
25	SAJID ALI	SAID AMIN	85.57	DISLAWAR	GPS Kot Mula Gujar
26	RAHMAN YOUSAF	KHAISTA MUHAMMAD	85.36	DISLAWAR	GPS Datalwar Payoon
27	YASER KHAN	SAZBAR KHAN	84.74	DISLAWAR	GPS Rango
28	HIDAYAT ULLAH	ADDUL DAYOUM	84.42	DISLAWAR	GPS Dogram
29	NOOR RAHMAN	GUL FAROSH KHAN	84.42	DISLAWAR	GPS Charkoom(BK)
30	MUHAMMAD TAHIR SHAH	MOHAMMAD AYAZ KHAN	83.92	DISLAWAR	GPS Dogram
31	MURAD SAEED	SAEEDUR RAHMAN	82.54	DISLAWAR	GPS Charkoom Payoon
32	MUHAMMAD ZAIB	KHAN GUL	82.30	DISLAWAR	GPS Charkoom Payoon
33	KIFAYAT ULLAH	SHAH SULTAN	81.14	DISLAWAR	GPS Charkoom Payoon
34	SAYED SADBAR ALI SHAH	SYED FAZAL BACHA	77.22	DISLAWAR	GPS Wazir Abad

TERMS & CONDITIONS:-

1. NO TA/DA is allowed.
2. Charge reports should be submitted to all concerned in duplicate.
3. Appointment is purely on temporary basis initially for one year.
4. They should not be handed over charge if they exceed 35 years or below 18 years of age.
5. Appointment is subject to the condition that their certificates/degrees must be verified from the concerned authorities if any one found producing bogus Certificate will be reported to the law enforcing agencies for further action.
6. His services are liable to termination on one month's notice from either side. In case of resignation without notice his one-month pay/allowances shall be forfeited to the Government.

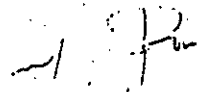
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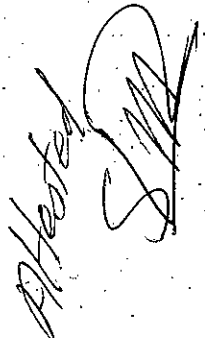
1. Pay will not be made until and unless a certificate from the concerned authority is issued as his certificates are verified.
2. They should join their post within 15 days of the issuance of this notification. In case of failure to join their post within 15 days of the issuance of this notification, his appointment will expire automatically and no subsequent appeal etc shall be entertained.
3. Health and Age Certificate should be produced from the Medical Superintendent concerned before taking over charge.
4. He will be governed by such rules and regulations as may be issued from time to time by the Govt.
5. Their services shall be terminated at any time, in case of his performance is found unsatisfactory during his probation period. In case of misconduct, he will be proceeded under the rules.
6. His appointment is made on School based, He will have to serve at the place of posting, and his service is not transferable to any other station.
7. Before handing over charge once again their document may be checked if they having no required qualifications they may not be handed over charge.
8. No payment will be made so then before making verification from concerned institutions.
9. The errors and omissions etc (if found at any stage shall be rectified. In case of termination of said Candidate, he will have no right to claim the order already issued in any court.

(MOIN-UD- DIN)
District Education Office
Male dir Upper

Encls: No. 100 / File No. 03C/PST/Appl: 2016 NTS /DEO(M)/ADO(P) Dated Dir (U) the 05/03/2016.

- Copy forwarded for information and necessary action to the:-
1. Director of Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.
 2. District Accounts Officer Dir Upper
 3. Dy. District Education Officer Male Dir Upper.
 4. Sub. Divisional Education Officer Male Dir and Wari.
 5. Official Concerned.
 6. M/File


District Education Officer
Male dir Upper



(c)

**THE KHYBER PAKHTUNKHWA EMPLOYEES OF THE ELEMENTARY AND
SECONDARY EDUCATION DEPARTMENT (APPOINTMENT AND
REGULARIZATION OF SERVICES) ACT, 2017.**

(KHYBER PAKHTUNKHWA ACT NO. 1 OF 2018)

*(First published after having received the assent of the Governor of
the Khyber Pakhtunkhwa in the Gazette of Khyber Pakhtunkhwa,
(Extraordinary), dated the 8th January, 2018.)*

**AN
ACT**

*to provide for the appointment and regularization of the services of certain employees
appointed on adhoc or contract basis or appointed in certain projects in the Elementary
and Secondary Education Department in
the Province of the Khyber Pakhtunkhwa.*

WHEREAS it is expedient to provide for the appointment and regularization of the services of certain employees appointed on adhoc or contract basis or appointed in certain projects in the Elementary and Secondary Education Department in the Province of the Khyber Pakhtunkhwa, in the public interest;

It is hereby enacted as follows:

1. Short title, application and commencement.---(1) This Act may be called the Khyber Pakhtunkhwa Employees of the Elementary and Secondary Education Department (Appointment and Regularization of Services) Act, 2017.

(2) It shall apply to all the employees in the Elementary and Secondary Education Department, as defined in clause (c) of sub-section (1) of section 2 of this Act.

(3) It shall come into force at once and it shall be deemed to have taken effect from the date of the initial appointment of the employees as referred to in clause (c) of sub-clause (1) of section 2 of this Act.

2. Definitions.---(1) In this Act, unless the context otherwise requires,-

- (a) "Commission" means the Khyber Pakhtunkhwa Public Service Commission;
- (b) "contract appointment" means appointment of a duly qualified person for a specific period made otherwise than in accordance with the prescribed method of recruitment;
- (c) "employees" mean duly qualified persons.-

Attested



- (i) who are appointed as teachers on adhoc or contract basis by the Government after 2013 through National Testing Service but does not include the teachers engaged on work charge basis or who are paid out of contingencies;
- (ii) who are appointed in the projects on contract basis in accordance with the project policy; and
- (iii) who are appointed as Junior Clerk in the Elementary and Secondary Education Department by Government after 2013 through National Testing Service;
- (d) "Government" means the Government of the Khyber Pakhtunkhwa;
- (e) "law or rule" means the law or rule for the time being in force governing the selection and appointment of civil servants;
- (f) "project" means,-
 - (i) IT/Computer Teachers in Computer Labs Projects in Khyber Pakhtunkhwa (Phase-II);
 - (ii) establishment of five hundreds (500) IT Labs in Government High and Secondary Schools in Khyber Pakhtunkhwa; and
 - (iii) establishment of five hundreds (500) IT Labs in Government High Schools in Khyber Pakhtunkhwa (Phase-III); and
- (g) "teacher" means a teacher of primary, middle, secondary or higher secondary school.

(2) The expressions "adhoc appointment" shall have the same meaning as respectively assigned to them in the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973).

3. Regularization of services of employees.---(1) Notwithstanding anything contained in any other law or rules, the employees, who hold posts till the commencement of this Act¹ [or till 30th June 2017, in respect of the project as mentioned in sub-clause (i) of clause (f) of sub-section (1) of section 2 of this Act, as the case may be], shall be deemed to have been validly appointed on regular basis from the day of the **initial appointment**; provided that-

- (i) they possess the same qualification and experience required for a regular post;

¹ Inserted vide Khyber Pakhtunkhwa Act No. II of 2019.

Attested


- (ii) they have not resigned from their services or terminated from services on account of misconduct, inefficiency or any other ground, before the commencement of this Act ¹[:]

²[Provided that expiry of the project as mentioned in sub-clause (i) of clause (f) of sub-section (1) of section 2 of this Act, shall not be deemed a ground for non-appointment of an employee on regular basis under this Act; and]

- (iii) the service promotion quota of all service cadres shall not be affected.

(2) The services of the employees shall be deemed to have been regularized only on the publication of their names in the official Gazette.

4. Determination of seniority.---(1) The employees whose service are regularized under this Act or in the process of attaining service at the commencement of this Act, shall rank junior to all other employees belonging to the same Cadre, who are in service on regular basis on the commencement of this Act, and shall also rank junior to such other persons, if any, who, in pursuance of the recommendation of the Commission made before the commencement of this Act, are to be appointed to the Cadre, irrespective of their actual date of appointment.


(2) The seniority inter-se of those employees, whose services are regularized under this Act within the Cadre, shall be determined on the basis of their continuous service in Cadre:

Provided that if the date of continuous service in the case of two or more employees is the same, the employee older in age shall rank senior to the younger one.

5. Overriding effect.--- Notwithstanding anything to the contrary contained in any other law or rules for the time being in force, the provisions of this Act shall have an overriding effect and the provisions of any such law or rules to the extent of inconsistency to this Act shall cease to have effect.

¹ Replaced vide Khyber Pakhtunkhwa Act No. II of 2019.

² Inserted vide Khyber Pakhtunkhwa Act No. II of 2019.

Attested


(63)

**OFFICE OF THE DISTRICT EDUCATION OFFICER
(MALE) UPPER DIR**

PH No. 0044-881400-Fax-881400 E-mail: deomdirupper@gmail.com

NOTIFICATION

In pursuance of Khyber Pakhtunkhwa Employees of the Elementary & Secondary Education Appointment & Regularization of Services Act, 2017 (Khyber Pakhtunkhwa Act no.1 of 2018), & Elementary & Secondary Education Department Notification No. SO(S/F)P&S/11/3-2/2018/S/11/1/Contract Dated: 16/02/2018. Services of the following (427) Primary School Teachers of Sub-Division Wari, Dir Upper appointed w.e.f. (03-05-2014 to 23-06-2017) through NTS on adhoc/contract basis, are hereby regularized in BPS-12, on terms and condition given below with effect from the date of their 1st appointment as per details given against each, in the interest of public service.

S NO	Roll No.	Name	Address	U/C	Total Marks /200	Name of School	App. Order No	Noted	Date of Taking over Charge	Extension Order No & Date
1	3560360	Sadiqullah Anwar	V; Chappor	Chappor	130.8	GPS Chappor	8572-79	07/05/2014	04/05/2014	1868-74.30.04.2015
2	3560202	Sulaiman	V; Chappor.	Chappor	125.6	GPS Kuss Chappor	7273-79	03/05/2014	04/05/2014	1868-74.30.04.2015
3	3560362	Ayghar Ali Ziaur	V; Nasir Abad	Chappor	116.02	GPS Gul Shal Dherai	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
4	3560913	Habibullah	V; Nasir Abad	Chappor	113.24	GPS Dherai Chappor	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
5	3560512	Habibullah	V; Moha Kuss	Distlower	112.95	GPS Dherai	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
6	3560023	Sadiqullah	V; Hetro	Chappor	112.68	GPS Nasir Abad	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
7	3560702	Nadimullah	V; Charkeotik BK	Distlower	112.05	GPS Chankum P	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
8	3560203	Idrisyattullah	V; Kot ad	Wari	111.62	GPS Tawal	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
9	3560847	Sajid Ali Salih	V; Wari	Distlower	111	GPS Dherai K Khel	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
10	356068	Kaloon	V; Nasir Abad	Chappor	108.35	GPS Jalar No 01	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
11	356731	Muhammadi Inawan	VII; Islamabad Akhgram	Akhgram	104	GPS Akhgram Bulo	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
12	3560729	Wasimullah	V; Jalar	Chappor	103.78	GPS Shikani No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
13	3560732	Sajid Din	V; Jalar	Chappor	103.19	GPS Samul	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
14	3560309	Sajid Din	V; Sali Abad	Distlower	103	GPS Distlower	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
15	3560647	Muhammad Ali	V; Nasir Abad	Chappor	102.43	GPS Shikani No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
16	3560133	Muhammad	V; Shikani	Chappor	98.9	GPS Umarul	8572-79	07/05/2014	04/05/2014	1868-74.30.04.2015
17	791700292	Qari Budah	V; Jughabani	Distlower	91.92	GPS Dherai K Khel	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
18	762500486	Amir Said	V; Jukul Durara	Distlower	88.89	GPS Jukul	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
19	7935000466	Asullah	V; Jughabani	Distlower	84.68	GPS Dherai K Khel	3248-56	03/05/2017	04/05/2017	1578-82.03-05-2016
20	791700596	Arifullah	V; Kuss Banda	Kutkal	133.45	GPS Gandul	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
21	451700609	Muhammad Nisar	V; Kuss Banda	Nutan	124.22	GPS Sholha	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
22	791700830	Muhammad Khan	V; Distlower	Distlower	117	GPS Distlower	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
23	791700502	Muhammad Hussain	V; Kot Malajozar	Distlower	110	GPS Kot Malajozar	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
24	891700855	Ab Akbar	VII; Poshita	Akhgram	109.74	GPS Poshita	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016

127	792300378	Inshah Shah Zaki	V; Malanga	Distlower	92.65	GPS Malanga	270-75	05/03/2016	06/03/2016	1275-79 11.03.2017
128	792100406	Hafizhah	V; Sarbala	Nehag	92.43	GPS Sarbala	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
129	792300439	Uawa Khan	V; Maskari	Sundel	92.36	GPS Juhangaru	276-81	05/03/2016	06/03/2016	1275-79 11.03.2017
130	792100307	Shah Munir	V; Diorel	Distlower	92.21	GPS Hanga	270-75	05/03/2016	06/03/2016	1275-79 11.03.2017
131	452101161	Zahir Khan	V; Bandon	Distlower	92.09	GPS Bandon	270-75	05/03/2016	06/03/2016	1275-79 11.03.2017
132	792100234	Muhammad Muhammad	VIII; Pashta	Akhromi	92.07	GPS Pashta	282-87	05/03/2016	06/03/2016	1275-79 11.03.2017
133	792200383	Muhammad Nurhan	V; U. Bano	Bandal	91.93	GPS U. Bano	276-81	05/03/2016	06/03/2016	1275-79 11.03.2017
134	792200174	Muhammad Ahmad	V; Kadi Khalil	Distlower	91.92	GPS Jal Kadi Khalil	270-75	05/03/2016	06/03/2016	1275-79 11.03.2017
135	452200867	Sher Akbar	V; Zakria	Nehag	91.91	GPS Zakria	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
136	792310442	Muhammad Zub	VIII; Dori Uagh Karc	Akhromi	91.8	GPS Shashkar	307-12	05/03/2016	06/03/2016	1275-79 11.03.2017
137	792110347	Muhammad Huson	VIII; Shashkar Karc	Akhromi	91.63	GPS Shashkar	307-12	05/03/2016	06/03/2016	1275-79 11.03.2017
138	792110301	Muhammad Hakkimwar Zaki	V; Si alqah	Nehag	91.59	GPS Shalgah II	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
139	792210294	Zaki	V; Kulan	Nehag	91.53	GPS Kulan	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
140	791700497	Parviz Khan	V; Samal	Chapper	91.5	GPS Jalor Nu U	313-18	05/03/2016	06/03/2016	1275-79 11.03.2017
141	792300392	Sar Munir	V; U. Kar	Pashta	91.41	GPS U. Kar	282-83	05/03/2016	06/03/2016	1275-79 11.03.2017
142	791700586	Muhammad Zahir Khan	V; Chapper	Chapper	91.34	GPS Kasi Chapper	313-18	05/03/2016	06/03/2016	1275-79 11.03.2017
143	793300872	Zahir Khan	V; Distlower	Distlower	91.1	GPS Dugrom	270-75	05/03/2016	06/03/2016	1275-79 11.03.2017
144	791700467	Muhammad Nur	V; Uadul	Bandal	90.85	GPS Uadul U	276-81	05/03/2016	06/03/2016	1275-79 11.03.2017
145	792500277	Muhammad	V; Qasim Abud	Distlower	90.8	GMP'S Qasim Abud	270-75	05/03/2016	06/03/2016	1275-79 11.03.2017
146	791700233	Muhammad	V; Pirarat	Pashta	90.43	GPS Self Kalay	282-87	05/03/2016	06/03/2016	1275-79 11.03.2017
147	791700513	Muhammad	V; Mishmano Banda	Sundel	90.41	GPS Mishmano U No 02	288-93	05/03/2016	06/03/2016	1275-79 11.03.2017
148	791700512	Muhammad	V; Mottar	Bandal	90.39	GPS Mottar No; 01	276-81	05/03/2016	06/03/2016	1275-79 11.03.2017
149	793100366	Muhammad Saif	V; Galkoro	Nehag	90.28	GPS Galkoro No 02	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
150	792300452	Muhammad Milan Noqul Jan	V; Cargol	Nehag	90.07	GPS Karmolat	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
151	792400202	Jan	V; Distlower	Distlower	89	GPS Distlower	270-75	05/03/2016	06/03/2016	1275-79 11.03.2017
152	781701361	Muhammad Ali	V; Beshmat	Distlower	89	GPS Cherkom P	270-75	05/03/2016	06/03/2016	1275-79 11.03.2017
153	792300240	Muhammad Siah Male Khan	V; Mishmano Bonda	Sundel	88.86	GMP'S Mishmano Bonda	288-93	05/03/2016	06/03/2016	1275-79 11.03.2017
154	792300453	Muhammad Sher Nawab Jamshid	V; Bedamal	Nehag	88.83	GPS Bedamal (N)	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
155	792400339	Muhammad Khalifa Uar Khan	V; Tangal	Wari	88.8	GPS Tangal	294-300	05/03/2016	06/03/2016	1275-79 11.03.2017
156	792300456	Muhammad Muhammad Fahir	V; Karpal	Nehag	88.73	GPS Karpal	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
157	791700636	Fahir	V; Majal Koro	Pashta	88.5	GPS Husson Uagh	282-87	05/03/2016	06/03/2016	1275-79 11.03.2017
158	792300190	Muhammad Ijaz Ali Khan	VIII; Gali koro	Akhromi	88.38	GPS Gali Payoon	282-87	05/03/2016	06/03/2016	1275-79 11.03.2017
159	792300248	Muhammad Shaffullah	V; Uagh Moha	Distlower	88.11	GPS Uagh Moha	270-75	05/03/2016	06/03/2016	1275-79 11.03.2017
160	792400366	Muhammad Hadrat Ali	VII; Doryal karc	Akhromi	88.1	GPS Doryal	307-12	05/03/2016	06/03/2016	1275-79 11.03.2017

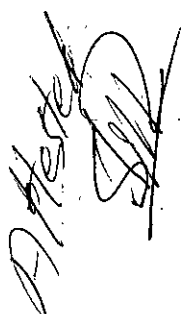
ADO (P) Establishment

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Terms & Condition

1. Their services shall be governed by the Khyber Pukhtunkhuwa Civil Servants Act, 1973, the Khyber Pukhtunkhuwa (Appointment, Deputation, Posting & Transfer of teacher, Instructors & Doctors) Regulatory act, 2011, and such rules and regulations as may be issued from time to time by the Government.
2. Their services shall be considered regular and they shall be eligible for pension / deduction of GP Fund in terms of the Khyber Pukhtunkhuwa Civil Servant Act, 1973 as amended in 2013.
3. They shall possess the same qualification and experience required for the regular post.
4. Their services are liable to termination on one month notice from either side, in case of resignation without notice, their one month pay/allowances shall be forfeited to the Government.
5. Their regularization shall not affect the promotion quota of existing holders of posts in respective service cadres.
6. The regularization shall not be in favor of those, who have not taken over charge or have remained absent from duty or resigned from service and also not for those who are under disciplinary proceedings.
7. The Employees whose services regularized under the Khyber Pukhtunkhuwa Employees of the Elementary & Secondary Education (Appointment and Regularization of Services) Act, 2017 (Khyber Pukhtunkhuwa Act No.1 of 2018) or in the process of attaining service at the commencement of Khyber Pukhtunkhuwa Employees of Elementary and secondary Education (Appointment and Regularization of services) Act, 2017 (Khyber Pukhtunkhuwa Act No.1 of 2018) shall rank junior to all civil servants belonging to the same service or cadre. As the case may be, who are in service on regular basis on the commencement of the Khyber Pukhtunkhuwa Employees of Elementary And secondary Education (Appointment and Regularization of services) act, 2017 (Khyber Pukhtunkhuwa Act No.1 of 2018) and shall also junior to such other persons, if any, who, were appointed on regular basis to the respective service or cadre before the commencement of this Act, irrespective of their actual date of appointment.
8. The seniority inter-se of the employees, whose are regularized under this Act within the same service or cadre, shall be determined on the basis of their merit position in such service or cadre.
9. Their seniority shall be determined on the basis of their continuous service in cadre, provided that if the date of continuous services in the case of two or more employees is the same, the employee older in age shall be ranked senior to the younger one.

(ABDUL HAQ)
DISTRICT EDUCATION OFFICER
(MALE) UPPER DIR



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PST (NTS) Regularization Order

Encls: No. 156167 P. No 158/DEO (M)/ADO (P) ESTB:

Dated 2/13 /2018

Copy forwarded to the

1. Director E&SE Khyber Pakhtunkhwa Peshawar.
2. District Accounts Officer Upper Dir
3. Dy: District Education Officer (M), Upper Dir
4. SDEO (Male) Barawal, Kalkot, Dir, Wari & Sheringal.
5. Teachers Concerned
6. AP EMIS Local Office
7. Office Copy


DISTRICT EDUCATION OFFICER
(Males) UPPER DIR

Attested
